

# Terms of Reference European Pilot Peer Support Initiative (EPPSI)

15/12/2016

## 1. Purpose

The purpose of the European Pilot Peer Support Initiative (EPPSI) is to:

- facilitate communication between stakeholders and interested parties engaged or planning to get engaged in Peer Support Programmes (PSP);
- exchange of best practices in running and setting up PSP in aviation;
- promote best practices, advice and information on PSP and to thereby further optimize flightcrew physical and mental fitness during a lifelong career.

EPPSI is a not-for profit body.

## 2. Term

These Terms of Reference are valid until terminated by agreement between the members.

## 3. Membership

Membership is open to all organizations/entities having a direct interest in and/or being linked to and actively engaged in Peer Support Programmes in aviation.

Founding members (as of September 2016) are:

- European Association for Aviation Psychology (EAAP);
- European Society of Aerospace Medicine (ESAM);
- European Cockpit Association (ECA);
- Stiftung Mayday (Mayday Foundation).

Membership applications are decided upon by the Board. Applications by individual experts may be considered, on the basis of the applicant's proven track record and PSP expertise.

## 4. Organization

The European Peer Support Initiative will be steered by a Board comprised of representatives from membership organizations/entities. The size of the Board should be limited to max. 10 full members and 10 alternates, and a balance should be maintained between the different parties to peer support initiatives (operators, crew representatives, aeromedical experts, aviation psychologists and Peer Support Providers/Organisations). The Board elects two co-chairs among its members and one Secretary, and adopts internal working procedures.

The Board should meet at least once per year and strive to take decisions on a consensus base. It can set up task groups for specific issues and projects.

Each member provides human resources / expertise and logistical / admin support, in line with its possibilities.

## 5. Deliverables

The initial deliverables of the EPPSI include:

- Provide a forum for coordination among its membership;
- Definition and promotion of industry best practices in relation to Peer Support Programmes;
- Provide advice and expertise on – and where possible support for – setting up of a Peer Support Programme;
- Support evaluations of the effectiveness of Peer Support Programs;
- External communication on and promotion of PSP.

As such, EPPSI may use a number of communication means (internet, flyers, articles...) as well as organize meetings/events/conferences on the subject of Peer Support Programmes.

If requested by its membership, EPPSI may also liaise with regulatory bodies, stakeholders and others on the subject of Peer Support Programmes.

## 6. Adherence to basic Peer Support principles

EPPSI members commit to adhere to the following basic principles related to Peer Support:

- The goal of the PSP must be to enable prevention and early detection of issues, adequate advice and support to the concerned crew member, incl. facilitating treatment where needed, during the process, and with the ultimate goal to return into service;
- Self-contained independent Peer Support Structure;
- Active involvement in the set up and oversight of the structure by all relevant stakeholders, including crew representative organisations;
- Adequate Data Protection and confidentiality;
- Based on Trust between parties;
- Active involvement of pilots as peers;
- Non-punitive in nature and in line with Just Culture principles.

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For further guidance, please refer to the EPPSI 'Key Elements for Peer Support Programmes'.